



**COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025**

1. DEPARTMENT INFORMATION:

Department: Chief Administrative Office
Division/Unit: Office of Ethics Compliance and Labor Standards

2. VOLUNTEER PROGRAM BENEFITS:

a. GENERAL VOLUNTEERS (this section should include community volunteer, student intern, groups, corporations, etc).

No. of Vol.	4 Hours	116	X	\$40.14	=	\$4,656.24
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Types of work performed by GENERAL VOLUNTEERS in this category:

The general volunteers help the County of San Diego Office of Labor Standards and Enforcement (OLSE) by promoting equitable workplaces and protecting the rights of workers across the region. They help support OLSE by enforcing labor laws, investigating violations such as wage theft and retaliation, and help ensure compliance among County contractors and vendors. Our volunteers provide education and outreach to both workers and employers, especially focusing on vulnerable and marginalized populations. In partnership with community stakeholders and peers, they support OLSE through policy development and advance initiatives that uphold fair labor practices. Through monitoring, enforcement, and strategic engagement, the volunteers support OLSE by playing a key role in building a just and inclusive local economy.

b. INSTITUTIONAL VOLUNTEERS (this section should include honor camp inmates, PIC/RETC, GAIN, etc.)

No. of Vol.	Hours	X	\$40.14	=	\$0.00
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Types of work performed by INSTITUTIONAL VOLUNTEERS in this category:

c. SPECIALIZED VOLUNTEERS (this section should include utilization of Special Volunteers in positions requiring specific skills and/or expertise levels, for example, an attorney, physician, sports figure or celebrity). These specialized positions have verifiable compensation levels (VCL). If you have such a volunteer, please indicate the position, hours and compensation level

<u>Position</u>	<u>Hours</u>	X	<u>VCL</u>	=	<u>Dollar Benefit</u>
					\$0.00
					\$0.00
					\$0.00
					\$0.00
					\$0.00

No. of Vol.		Total Hours	0	Total Value =	\$0.00
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Types of work performed by SPECIALIZED VOLUNTEERS in this category:

d. TOTALS OF DEPARTMENT VOLUNTEERS (from above):

	<u>No. of Volunteers</u>	<u>Hours</u>	<u>Dollar Benefit</u>
2a.	4	116	\$4,656.24
2b.	0	0	\$0.00
2c.	0	0	\$0.00

Total Vol.	4	Hours	116	Total Value =	\$4,656.24
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3. DONATIONS TO VOLUNTEER PROGRAM:

Please list all donations to the department's Volunteer program including monetary donations and tangible/intangible items. Items such as computers, air time, transportation, books, etc. Please assign a fair market value to each and add to the total value of the donations section.

Item Donated:	_____	Value:	_____
Item Donated:	_____	Value:	_____
Item Donated:	_____	Value:	_____
Item Donated:	_____	Value:	_____
Item Donated:	_____	Value:	_____

TOTAL VALUE =	\$0.00
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4. VOLUNTEER PROGRAM COSTS:

a. Cost of supervision of volunteers (total hours of direct supervision multiplied by the hourly rate of staff person (s) directly supervising program volunteers.)

Hours	40	X	Rate	\$83.15	=	\$3,326.00
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b. Cost of program coordination (total hours of program coordination multiplied the hourly rate of coordinator(s)). This section should include coordination of staff, compiling statistics, job description preparation, volunteer placement, recognition, etc.)

Hours	0	X	Rate	\$40.14	=	\$0.00
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c. Other program costs (volunteer training materials/supplies, recognition costs, etc.):

<u>Item</u>	<u>Cost</u>
_____	_____
_____	_____
_____	_____
_____	_____

TOTAL OF OTHER PROGRAM COSTS	=	\$0.00
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d. TOTAL OF VOLUNTEER PROGRAM COST (add 4a, 4b, and 4c)	=	\$3,326.00
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5. NET BENEFIT TO DEPARTMENT FROM VOLUNTEER PROGRAM:

a. Total Dollar Benefits of Volunteers, Item 2d (Page 2)	<u>\$4,656.24</u>
b. Total of Donations to Volunteer Program, Item 3 (Page 2)	<u>\$0.00</u>
c. Subtract Total of Program Costs, Item 4d (Page 3)	<u>\$3,326.00</u>

TOTAL PROGRAM BENEFIT

\$1,330.24

6. RECRUITING:

Please describe your recruiting programs:

To recruit volunteers effectively, the Office of Labor Standards and Enforcement (OLSE) focuses on clearly defining volunteer roles that highlight meaningful contributions to public service, such as supporting community outreach, education, and worker rights initiatives. Recruitment efforts are conducted through trusted channels, including the County's website, local volunteer networks, schools, and community-based organizations. OLSE also collaborates with colleges and universities, such as SDSU and Cal Western, to offer students hands-on experience in government and labor policy. By emphasizing skill-building, career development, and the opportunity to contribute to workplace justice, volunteers are drawn to the mission-driven nature of the work. Outreach includes virtual information sessions, volunteer spotlights, and easy-to-navigate application processes to encourage engagement. Once onboarded, volunteers are supported through timely communication, mentorship, and recognition, ensuring they remain connected to the broader impact of their service.

7. SPECIAL VOLUNTEER PROGRAM ACTIVITIES/ACHIEVEMENTS:

Please describe any special activities and/or achievements your program was involved in during the period of this report:

The Office of Labor Standards and Enforcement (OLSE) has effectively operationalized the Board of Supervisors' policy direction by advancing a comprehensive suite of programs and initiatives that promote fair labor practices and worker protections across San Diego County. OLSE established an educational hub that has trained over 3,200 employers and workers on California labor laws and continues to foster strong relationships with diverse stakeholders. Key initiatives include the launch of the Workplace Justice Fund, offering financial assistance to workers with unpaid wage judgments, and the Good Faith Restaurant Owner Program, which incentivizes compliance through Environmental Health permitting. OLSE has also implemented Board Policy B-74 to support janitorial, landscaping, and security workers through workplace protections and training, and introduced wage theft accountability measures into the County's procurement process. In collaboration with the Labor Commissioner, District Attorney, and

8. VOLUNTEER PROGRAM GOALS FOR FISCAL YEAR 2024-25:

Please describe your program goals. Include activities, number of volunteers, recruitment, training, recognition and other goals:

The Office of Ethics, Compliance, and Labor Standards (OECLS) is proud to host two outstanding interns through the County's Jay's Program, each contributing meaningfully to our mission while gaining valuable public sector experience. Our legal intern, a Cal Western School of Law student in their final semester, is engaging in hands-on learning that bridges legal theory with practical application. Their time with OECLS supports their exploration of specialized fields within public law, while also contributing research, case support, and policy insight to our investigative and compliance efforts. In addition, we are honored to welcome a high school intern from the Aaron Price Fellowship Program for the summer. This fellowship provides a unique opportunity for emerging youth leaders to learn about the inner workings of local government, cultivate professional skills, and develop a strong public service work ethic. Together, these interns enhance our team's capacity and reflect the County's commitment to mentorship, equity, and workforce development.

9. GENERAL INFORMATION:

Name of person completing report:	Rachael N. Ikeler		
Phone: 619-985-1597	Mail Stop: A6	E-Mail:	rachael.ikeler@sdcounty
Volunteer Coordinator:	Rachael N. Ikeler		
Phone:	Mail Stop:	E-Mail:	

10. DEPARTMENT CERTIFICATION:

DEPARTMENT HEAD SIGNATURE	DATE
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